

IHS – ENVIRONMENTAL HEALTH SPECIALIST OF THE YEAR AWARD 2002

BACKGROUND

Beginning in 1993, the Environmental Health Services Division has annually recognized an outstanding Environmental Health Specialist for the year. The award criteria have been reviewed and updated periodically, but have remained essentially the same since 1995.

RECIPIENTS TO DATE

2001 - Molly Patton, Tanana Chiefs Corporation
2000 - Shawn Sorenson, South East Alaska Regional Health Corp.
1999 - Mike Welch, Phoenix Area, IHS
1998 - Diana Kuklinski, Phoenix Area, IHS
1997 - Mark Mattson, Bemidji Area, IHS
1996 - Harold Cully, Oklahoma Area, IHS
1995 - Keith Cook, Navajo Area IHS
1994 - Carol Rollins, Tribal Sanitarian, Ho-Chunk Nation of Wisconsin
1993 - John Sarisky, Navajo Area IHS

SELECTION PROCESS

Each IHS Area DEHS Director is requested to nominate one Environmental Health Specialist, presently working in their respective Area to be recognized as that Area's Environmental Health Specialist of the Year. Commissioned Corps Officers, Civil Service, and Tribal employees are eligible (DEHS Directors, Deputy Directors, and Headquarters staff are not eligible).

Areas may solicit nominees for their Area Environmental Health Specialist of the Year through a process of their choosing. When the nominees are received, the Area DEHS Director will appoint a selection committee to review and score all nominees. The selection committee may consist of as many people as desired, but should contain representation from the field staff and tribes to the extent possible. The Area may use any ranking methodology of their choosing. The enclosed "IHS Environmental Health Specialist of the Year Ranking worksheet" may be used.

Each Area's Environmental Health Specialist of the Year nomination will consist of a narrative addressing their nominees accomplishments for each category of the selection criteria listed below. The Area nominations will be forwarded to Headquarters by an established deadline. **Nominations should be written to cover calendar year 2002, be no more than two pages, using 12-point font.**

The national IHS Environmental Health Specialist of the Year will be selected by the the Area DEHS Directors. Each Area DEHS Director will be provided a set of Area nominations and will be asked to score each Area nominee against the criteria. Area DEHS Directors will not score the nominee from their own Area. The completed score sheets will be sent to Headquarters. Headquarters staff will review the Area score sheets, verify scores assigned by the Areas, and average the scores. The highest average score will determine the winner. In the event of a tie, the Headquarters DEHS Director will cast the tiebreaker vote.

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SELECTION CRITERIA

Special Accomplishments - 40 Points Maximum

Credit will be given for noteworthy achievements, such as awards, commendations, and recognition for service above and beyond the call of duty (or reasonable expectations of performance).

Professionalism - 30 Point Maximum

A subjective assessment should be given of the individual's professionalism, as evidenced by the level of confidence in the individual as displayed by peers, subordinates, supervisors, and community members. Is this a person who can be depended upon to deliver on promises in a timely manner, and who is consistently able to accomplish difficult tasks because of the trust which they engender in others? Other aspects include professional registration, participation in workgroups, mentoring of junior staff, publications/papers, professional presentations, and resourcefulness/broad knowledge.

Innovativeness - 20 Point Maximum

Credit will be given for developing innovative approaches that deal with technical, managerial and/or administrative issues. Special credit will be given for developing creative approaches that improve tribal participation in program activities and/or build tribal capacity. Other desirable capabilities include problem solving abilities and skill in managing multiple projects.

Community Involvement - 10 Point Maximum

Credit will be given for involvement in community activities outside the normal work environment which increases the individual's awareness of community needs, enhances the credibility of the individual and program within the community, and establishes bridges between the individual, the program, and the community. It is recognized that community involvement by DEHS staff in off-reservation communities also enhances program visibility and acceptance, and for this reason credit should also be given for involvement in the community by DEHS staff who do not reside within a reservation based community.

TOTAL POSSIBLE POINTS THAT CAN BE AWARDED = 100 Points

2002 IHS ENVIRONMENTAL HEALTH SPECIALIST OF THE YEAR	AREA DEHS DIRECTOR SCORE SHEET	AREA:
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Area	Candidate Name	Special Accompl. 40 points max.	Professionalism 30 points max.	Innovativeness 20 points max.	Community Involvement 10 points max.	Total Score
AB						
AK						
AL						
BE						
BI						
CA						
NS						
NV						
OK						
PH						
PO						
TU						
	Average Score					

SPECIAL ACCOMPLISHMENTS (Up to 40 Points) Credit will be given for noteworthy achievements, such as awards, commendations, and recognition for service above and beyond the call of duty (or reasonable expectations of performance).

PROFESSIONALISM (Up to 30 Points) A subjective assessment should be given of the individual's professionalism, as evidenced by the level of confidence in the individual as displayed by peers, subordinates, supervisors, and community members. Is this a person who can be depended upon to deliver on promises in a timely manner, and who is consistently able to accomplish difficult tasks because of the trust they engender in others? Other aspects include professional registration, participation in workgroups, mentoring of junior staff, publications/papers, professional presentations, and professional resourcefulness/broad knowledge.

INNOVATIVENESS (Up to 20 Points) Credit will be given for developing innovative approaches that deal with technical and/or administrative issues. Special credit will be given for developing creative approaches that improve tribal participation in program activities and/or build tribal capacity. Other desirable capabilities include problem solving abilities and skill in managing multiple projects.

COMMUNITY INVOLVEMENT (Up to 10 Points): Credit will be given for involvement in community activities outside the normal work environment which increases the individual's awareness of community needs and enhances the credibility and visibility of the individual and the program in the community.